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Workshop 1: Accessing and retaining employment in the open labour market

Moderator: Sydney Von Ihering , EASPD

**Panagiotis Athanasopoulos, Occupational Therapist-
Head of Supported Employment Service
PLOES Greece**

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ASSE Model – 5 Steps

1. Client engagement
2. Vocational Profile- and support plan
3. Matching the individual with an appropriate work environment/
employer engagement- position analysis
4. On-the-job guidance and workplace adaptation
5. On- off support. Monitoring and long-term support to maintain
employment

ASSE Model – Suggested strategies

- Consider **both** the candidate and the employer **as clients**
- Provide **support** when needed
- Explain the **process**
- Making job analysis
- Identifying client's difficulties
- Suggesting solutions
- Job restructuring
- 14 days adaption period (on)

What about those who are not sure about working?

Preparatory group (4 months)

- Explore interest in employment
- Decision making
- Vocational profiles
- Job matching

Main focus areas

1. Training in basic work and social skills- essential soft skills
2. Virtual Experience- experience the employee's point of view
3. Workplace visits – firsthand experience, deal with stigma, job placement

Case study 1: A job candidate is ready to start working. Following the supported employment steps, he starts working in the position of a waiter. The 14-day practical training is over, and he seems capable of doing every task, but he can't remember by himself the work activities he has to do, so he feels he's tiring his supervisor. Also there is a difficulty in cleaning tables with food that has bad odors. **Based on the ASEE model, and according to your point of view, what are the difficulties of the candidate and what would you suggest?**

Case Study 2: A meeting is arranged with the job candidate who, during the process, she communicates that "I am not sure if I want to work, but I would like to try the position of warehouse keeper/worker in order to gain experience".

What steps do you think should be taken to provide an experience that will help her make a decision? Is it easier for a job candidate to start working after been chosen from an apprenticeship group or from a job interview?



Thank you!

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